

WITH THE POWER GRANTED TO ME AS MAYOR UNDER THE CHARTER OF THE CITY OF PROVIDENCE, I AM THIS DAY VETOING THE APPROPRIATION ORDINANCE, THE PERSONNEL ORDINANCE, AND THE CLASSIFICATION ORDINANCE AS AMENDED AND PASSED BY THE PROVIDENCE CITY COUNCIL AND SUBMITTED TO ME FOR APPROVAL. I DO SO FOR THE FOLLOWING REASONS:

FIRST, BECAUSE THIS PROPOSED BUDGET DOES NOT CONTAIN SUFFICIENT FUNDING FOR THE CONTRACTUAL OBLIGATIONS WHICH THE PRESENT LEADERSHIP OF THE CITY COUNCIL AND THE FORMER MAYOR ENTERED INTO PRIOR TO MY TAKING OFFICE; OBLIGATIONS WHICH BEGIN ON JULY 1, 1975 AND WHICH ADD SUBSTANTIALLY TO THE PERSONNEL COSTS FOR THE MAJORITY OF THE CITY EMPLOYEES.

SECOND, BECAUSE THIS PROPOSED BUDGET DOES NOT TAKE INTO ACCOUNT AN 11% ANNUAL INFLATION RATE WHICH WILL ADD SIGNIFICANT AMOUNTS TO ORDINARY AND NECESSARY PURCHASES ON LINE ITEMS.

THIRD, BECAUSE THIS PROPOSED BUDGET INCLUDES THE POLITICALLY MOTIVATED ELIMINATION OF IMPORTANT DIRECTORSHIPS, SUCH AS FINANCE DIRECTOR, COMMISSIONER OF PUBLIC SAFETY, AND BOTH THE DIRECTOR AND THE DEPUTY DIRECTOR OF THE BUREAU OF VITAL STATISTICS; WHILE AT THE SAME TIME CREATING A TOTALLY UNNECESSARY POST OF ADMINISTRATIVE ASSISTANT TO THE CITY COUNCIL, AT A COST TO THE TAXPAYERS OF \$12,000 PER ANNUM.

FOURTH, BECAUSE THIS PROPOSED BUDGET INCLUDES THE CIRCUMVENTION OF THE FUNCTIONS OF THE OFFICE OF THE CITY ASSESSOR STIPULATED BY STATE LAW. THE CITY COUNCIL HAS UTILIZED FOR ITS OWN PURPOSES ERRONEOUS ASSESSMENTS TO ARRIVE AT A \$55.50 TAX RATE. IT HAS NOT TAKEN INTO ACCOUNT THE PROVEN 90% COLLECTION RATE WHICH HAS CLEARLY BEEN THE NORM FOR THE PREVIOUS 3 YEARS IN THE CITY OF PROVIDENCE, AND HAS USED INSTEAD A COLLECTION RATE OF 100%, WHICH IS OBVIOUSLY FOOLISHLY UTOPIAN AND FISCALLY IRRESPONSIBLE. MOREOVER, IT HAS NOT ACTED IN ACCORDANCE WITH ITS OWN LEVY ORDINANCE BY WHICH THE CITY ASSESSOR ASSESSES AND APPORTIONS (SETS THE TAX RATE) THE TAX TO THE TAXPAYER.

FIFTH, BECAUSE THIS PROPOSED BUDGET INCLUDES A REVENUE ITEM FOR \$500,000 AS SURPLUS TO BE CREATED FROM THE ITEM O ACCOUNT BY ^{on hiring} ~~FREEZE~~ ^{HIRING} OF EMPLOYEES NECESSARY TO THE FULL EFFICIENCY OF THIS ADMINISTRATION.

I TAKE THIS ACTION AS MAYOR TO UNDERLINE MY BELIEF IN RESPONSIBLE AND RESPONSIVE GOVERNMENT.

IN CITY COUNCIL

JUL 3 1975

READ:

WHEREUPON IT IS ORDERED THAT
THE SAME BE RECEIVED.

Robert Cooper
CLERK

Michael C. ...
June 30, 1975

THE CITY OF PROVIDENCE

3

STATE OF RHODE ISLAND and PROVIDENCE PLANTATIONS

CHAPTER:

NO: AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE CITY OF PROVIDENCE and REPEALING CHAPTER 1974-54, APPROVED DECEMBER 20, 1974, *AS AMENDED.*

Approved:

BE IT ORDAINED BY THE CITY OF PROVIDENCE:

SECTION 1. The following Compensation Plan is hereby adopted as the official Compensation Plan for all City Officials & workers services and shall be applied to positions in the service as hereinafter provided. Each salaried position is placed in one of thirty-five "Pay Grades" each of which contains five "Steps" in order to provide for periodic increases. The "Pay Grades", "Steps" and "Annual Range" totals are recorded herein. All other salaries paid to City Officials and employees not in above pay grades shall be specifically specified.

GRADE NUMBER	SALARY STEPS					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
1	92.25	94.25	96.25	100.25	103.25	4797- 5369
2	97.25	100.25	102.25	106.25	109.25	5057- 5681
3	103.25	105.25	107.25	111.25	114.25	5369- 5941
4	109.25	111.25	113.25	116.25	120.25	5681- 6253
5	114.25	116.25	119.25	122.25	125.25	5941- 6513
6	120.25	122.25	124.25	128.25	131.25	6253- 6825
7	125.25	128.25	130.25	133.25	136.25	6513- 7085
8	131.25	133.25	135.25	139.25	142.25	6825- 7397
9	136.25	140.25	144.25	148.25	153.25	7085- 7969
10	142.25	145.25	149.25	154.25	159.25	7397- 8281
11	147.25	151.25	155.25	160.25	165.25	7657- 8593
12	153.25	157.25	161.25	165.25	170.25	7969- 8853
13	159.25	162.25	166.25	170.25	176.25	8281- 9165
14	165.25	170.25	176.25	181.25	187.25	8593- 9737
15	170.25	176.25	181.25	187.25	192.25	8853- 9997
16	176.25	181.25	187.25	192.25	198.25	9165-10309
17	181.25	187.25	192.25	198.25	203.25	9425-10569
18	187.25	192.25	198.25	203.25	209.25	9737-10881
19	192.25	198.25	203.25	209.25	215.25	9997-11193
20	198.25	203.25	209.25	215.25	220.25	10309-11453
21	203.25	210.25	217.25	223.25	231.25	10569-12025
22	209.25	216.25	222.25	229.25	237.25	10881-12337
23	215.25	221.25	228.25	235.25	242.25	11193-12597
24	220.25	226.25	234.25	240.25	247.25	11453-12857
25	225.25	234.25	241.25	251.25	259.25	11713-13481

GRADE NUMBER	SALARY STEPS					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
26	231.25	239.25	246.25	257.25	264.25	12025-13741
27	237.25	244.25	255.25	262.25	270.25	12337-14053
28	242.25	252.25	258.25	265.25	276.25	12597-14365
29	247.25	259.25	270.25	281.25	292.25	12857-15197
30	259.25	271.25	281.25	292.25	303.25	13481-15769
31	264.25	276.25	286.25	297.25	310.25	13741-16133
32	276.25	286.25	297.25	308.25	320.25	14365-16653
33	286.25	297.25	310.25	320.25	331.25	14885-17225
34	297.25	310.25	320.25	331.25	342.25	15457-17797
35	308.25	320.25	331.25	342.25	353.25	16029-18369

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Account Collector	9	Asst. Dog Officer	9
Accountant I	10	Asst. Fire Chief	17,087.20
Accountant II	14	Asst. Master Mechanic (Water)	4.65 hr
Admin. Asst. to Assessor	25	Asst. Planner	13
Admin. Asst. to Chief Engineer (Water)	25	Asst. Port Director	17
Admin. Asst. to City Council	29	Asst. Supt. of Parks	19
Admin. Asst. to Commissioner of Public Safety	21	Asst. Supt. (Sewage Disposal)	15
Admin. Asst. to Director of Prov. Human Relations Commission	14	Asst. to Director (DPUD)	25
Admin. Asst. (Public Works)	23	Associate Engineer I	16
Administrative Officer (Neighborhood Security)	22	Associate Engineer II	20
Animal & Bird Curator	5.425 hr	Associate Engineer III	23
Appraiser	16	Associate Engineer IV	28
Assessment Aide	9	Associate Planner	15
Asst. Chief, Division of Legal Services	23	Attorney (Water)	9,000.00
Asst. Chief, Fiscal Affairs	25	Automobile Driver	4.02 hr
Asst. City Collector	25 21	Automotive Equipt. Supt.	14
Asst. City Controller	29	Automotive Mechanic II	8
Asst. City Controller (Second)	25	Bacteriologist I	11
Asst. City Solicitor	17	Bacteriologist II	14
Asst. Dir. of Recreation	14	Bird & Animal Handler	4.15 hr
		Bldg. Custodian	3.45 hr
		Bldg. Custodian III	4.20 hr
		Bldg. Inspector I	10

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Bldg. Inspector II	14	Chief Radio Engineer	13,104.00
Bldg. Inspector III	22	Chief Supervisor of Public Lands	16
Bldg. Maint Supervisor	13	Civil Disaster Coordinator	23
Business Relocation Officer	25	City Architect	25
Case Work Supervisor (DPUD) 11,111-13,213		City Assessor	34
Cement Finisher	4.30 hr	City Clerk	31
Chairman, Bldg. Bd. of Review	1,500.00 yr	City Collector	31
Chairman, Housing Bd. of Review (60.00 per mtg.)	1,200.00 yr	City Controller	33
Chairman & Secretary (Bureau of Licenses)	9,932.00 yr	City Forester	24
Chairman, Water Supply Bd. (20.00 per mtg.)	1,500.00 yr	City Registrar of Vital Statistics	21
Chairman, Zoning Bd. of Review	1,500.00 yr	City Sergeant	12
Charwoman	82.00 wk	City Solicitor	16,913.00
Chief Appraiser	25	City Treasurer	31
Chief Chemist (Water)	24	Clerk I	1
Chief, Division of Code Enforcement	31	Clerk II	3
Chief, Division of Community Services	31	Clerk III	5
Chief, Division of Legal Services	31	Clerk IV	9
Chief, Division of Maint. and Repairs	21	Clerk, Probate Court	18
Chief, Division of Planning	31	Clerk, Prov. Municipal Court	18
Chief, Division of Public Bldg.	31	Clerk Stenographer I	2
Chief, Division of Purchasing	16	Clerk Stenographer II	4
Chief, Division of Research	31	Clerk Stenographer III	6
Chief Engineer (Water Supply Board) 20,000.00 - 21,000.00 yr		Clerk Typist I	1
Chief, Family Relocation	31	Clerk Typist II	3
Chief, Fiscal Affairs	31	Commissioner, Bureau of Licenses	8,060.00
Chief, Inspector of Mech. Equipt. Installations	25	Commissioner, Public Safety	21,000.00 1.00
Chief Inspec. of Electrical Installations	25	Control Center Operator	10
Chief Inspector of Plumbing, Drainage & Gas Piping	25	Curb Setter	4.20
Chief Inspector of Structures and Zoning	27	Data Processing Co-Ordinator	34
		Deputy Asst. Fire Chief	15,839.20
		Deputy Chief Engineer (Water)	33
		Deputy City Clerk, First	18
		Deputy City Clerk, Second	14
		Deputy City Registrar	9

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Deputy City Solicitor	24	Fire Alarm Technician	4.825 hr
Deputy Clerk, Probate Court	8	Fire Battalion Chief	14,924.00
Deputy Clerk, Providence Municipal Court	13	Fire Captain	13,234.00
Deputy Director Communications	15,839.20	Fire Chief	19,635.20
Deputy Director & Chief of Project Development	35	Fire Chief Dispatcher	13,234.00
Deputy Director, Public Works	35	Fire Equipment Supt. I	14,924.00
Deputy Recorder of Deeds	14	Fire Equipment Supt. II	17,082.00
Detective I	12,474.80)	Fire Lieutenant	12,480.00
8% 12,994.80)		Fireman	10,816.00)
Director of Building Inspection	20,000.00	Fire Marshal	14,924.00
Director of Neighborhood Security	33	First Deputy City Sealer	10
Director of Communications	19,635.20	First Deputy City Sergeant	9
Director of Finance	22,500.00	First Deputy City Weigher	8
Director of Planning and Urban Development	20,000.00	Fiscal Officer	21
Director of Public Property	21,000.00	Food Stamp Supervisor	10,400.00
Director of Public Works	21,000.00	Food Stamp Clerks	22.00 (per day)
Director of Recreation	33	Foreman	4.30 hr
Dog Officer	17	Forester (Source of Supply)	16
Draftsman Assessors Real Estate	20	Foreman Cable Crew	5.075 hr
Draftsman	9	Foreman Line Crew	5.075 hr
Duplicating Equip. Operator	10	General Foreman	4.60 hr
Electrical Inspector I	14	Heavy Equipment Operator	4.30 hr
Electrical Inspector II	16	Highway Yard Supervisor	5.05 hr
Electrical Inspector III	20	Horticultural Supervisor	4.60 hr
Electronic Instrument Technician	28	Human Resource Specialist	15
Elevator Operator	3.45 hr	Intergroup Specialist	16
Engineer's Associate	16	Inventory Control Clerk	9
Engineering Aide II	7	Judge, Probate Court	14,885.00
Engineering Aide III	11	Judge, Prov Municipal Court	7,293.00
Equipment Manager	11	Laboratory Technician II	6
Equipment Operator	4.10 hr	Laborer	4.05 hr
Executive Director (Prov Human Relations Comm)	30	Land Disposition Officer	25
Fallout Shelter Co-Ordinator	21	Man in Charge-Carpenter Shop	13,234.00
(Neighborhood Security)	21	Man in Charge Bureau Operational Control	12,480.00
Financial Specialist	20		

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Machinist	16	Parking Meter Maint. Man I	4.10 hr
Maintenance Man II	4.125 hr	Parking Meter Maint. Man II	4.55 hr
Maintenance Man III	4.575 hr	Personnel Director	26
Management Aide I (DPUD)	9	Personnel Technician	14
Management Aide II (DPUD)	15	Plan Estimator	25
Management Officer	21	Plumbing Inspector I	14
Master Mechanic-Water	4.90 hr	Plumbing Inspector III	20
Matrons-Rec. Seasonal Help	3.18 hr	Police Captain	14,372.80)
Mayor's Administrative Aide I	30	8%	15,522.00)
Mayor's Administrative Aide II	8,593.00	Police Chief	19,635.20
Mayor's Administrative Asst.	29 32	Police Lieutenant	13,291.20)
Mayor's Administrative Asst. I	31 33	8%	14,354.60)
Mayor's Admin. Asst. II	16,653.00	Police Major	15,839.20
Mayor's Admin. Asst. to Convention Coordinator	6,500.00	Police Matron	5,369.00
Mayor's Convention Coordinator	18,000.00	Police Patrolman	10,036.00)
Mayor's Executive Secretary	26	8%	11,648.00)
Mayor's Personal Secretary	18	Police Sergeant	12,474.80)
Mayor's Secretary	9	8%	12,994.80)
Mayor's Secretary for Convention Coordinator	5	Police Woman	9,984.00)
Mechanic	4.30 hr	11,180.00)	
Mechanical Engineer	23	Port Director	20,000.00
Mechanical Equip. Inspector I	12	Port Security Officer	9
Mechanical Equip. Inspector II	15	Principal Engineer	31
Member, Bd. of Canvassers	9,997.00	Principal Planner	25
Member, Bd. of Review	1,000.00 yr	Program Director (Senior Citizens)	9,048.00
(Housing Bd. of Review) (50.00 per mtg)		Program Specialist	20
Member, Bd. of Tax Assessment Review	1,000.00 yr	Project Counsel	20
Member, Bldg. Bd. of Review	1,000.00 yr	Project Supervisor	27
Member Water Supply Board	1,200.00 yr	Public Works Inspector I	6
(15.00 per mtg)		Public Works Inspector II	16
Member Zoning Bd. of Review	1,000.00 yr	Purchasing Agent I	12
Meter Reader I	4.30 hr	Radio Engineer	11,960.00
Meter Reader II	4.55 hr	Rain Gauge Keeper (7.42 per instr. wk)	
Meter Superintendent	15	Radio Repair Technician	10,036.00
Museum Director	27	Recorder of Deeds	21
Narcotics Inspector	13,452.40	Real Estate Aide II	15
Neighborhood Security Analyst	20	Rehabilitation Specialist	20
Operations & Planning Officer		Renewal Inspector I	9
		Renewal Inspector II	11

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Renewal Inspector III	14	Supt. of Sewer Construction and Maintenance	19
Research Assistant	15	Supt. of Weights & Measures	17
Rescueman In Charge	12,480.00	Supervisor of Warehouse & Inventory	23
Rescue Truck Driver	11,986.00	Supervisor (Current Planning)	29
School Crossing Guards	2.85 hr	Supervisor (Graphics)	26
Second Deputy City Sealer	5	Supervisor (Long Range Planning)	29
Secretary and Chairman, Bd. of Canvassers	1,040.00 yr	Supervisor (Project Planning)	29
Secretary, Bd. of Tax Assm't Review	3,000.00 9,620.00 yr	Supervisor, Senior Citizens	5,148.00
Secretary, Bldg. Bd. of Review	3,332.68 yr	Supervisor (Traffic Planning)	26
Secretary, Housing Bd. of Review	1,529.32 yr	Supervisor of Business Relocation & Property Management	26
Secretary, Zoning Bd. of Review	8,359.00 yr	Supervisor-Division of Maint.	17
Senior Appraiser	24	Supervisor of Enforcement	27
Senior Draftsman (DPUD)	15	Supervisor of Engineering (DPUD)	31
Senior Mechanic	4.55 hr	Supervisor of Environment Control	14
Senior Planner	21	Supervisor, Program Specialists	24
Senior Research Assistant	26	Supervisor of Public Lands	14
Sewer Construction Worker	4.15 hr	Supervisor of Real Estate	26
Sewer & Drain Inspector	4.20 hr	Supervisor of Rehabilitation Services	26
Sewer Equip. Operator	4.20 hr	Switchboard Operator	2
Sewing Instructor, Senior Citizens	2.22 hr	Traffic Engineer	33-35
Shop Supervisor	18	Traffic Engineer II	20
Social Case Worker (DPUD)	9,776-11,521	Traffic Engineer III	25
Social Worker, Senior Citizens	7,384.00	Traffic Marker & Sign Man I	4.30 hr
Special Counsel	14	Traffic Planner	20
Stationary Equip. Operator	4.15 hr	Traffic Signal Maint Man I	4.55 hr
Stenographic Reporter (City Council)	9	Traffic Signal Maint Man II	4.80 hr
Supt., Bridge Maintenance	19	Training & Public Information Officer (Neighborhood Security)	25
Supt. of Filtration	30	Tree Trimmer	4.30 hr
Supt. of Garbage Collection	16	Utility Inspector	14
Supt. of Highway	19	Water Service Inspector	7
Supt. of Parks	33	Watershed Manager (Source of Supply-Water)	27
Supt. of Sewage Disposal	19	Watchman	3.15 hr

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Woman Parking Checker	3.20 hr
Zoning Assistant	9
Zoo Curator	1.00 yr
Zoo Director	29

TEMPORARY-PART-TIME

Automobile Driver (Part-time Bd. of Canvassers)	2.03 hr
Clerk I, Emergency, Temporary & Seasonal	2.00 hr
Co-Director (Recreation)	11.00 session
Playground Director	80.00 wk
Laborers (Emergency, Temporary & Seasonal)	2.00
Playground Supervisor	85.00 wk
Recreation Center Director	73.50
Referee (Recreation)	7.00 game
Recreation Leader	2.05 hr
School Janitor (Prev. School Dept. Wage)	
Supervisor Activities (Recreation)	4.00 hr

SWIMMING POOLS

Pool Attendants	73.50 wk
Lifeguard (Prev. State Wage)	
Pool Directors	125.00 wk
Supervisor	150.00 wk
Watchman (Recreation, Seasonal Help)	2.05 hr

* * * * *

SECTION 2. The minimum rate of pay for any class of position shall be payable to any person on his first appointment to the position allocated to the class, provided however, that with the recommendation of the Director of Finance and approval of the Mayor, he may enter the position at any other step in the "Pay Grade" and provided further, that if a person already in the service is transferred, he may with the recommendation of the Director of Finance and approval of the Mayor, enter the new position at the same rate of pay as he had previously received.

SECTION 3. Any employees employed in a position allocated to a class carrying minimum and maximum pay rates may be granted a pay increase from one step to the next higher step within established grade, subject to the following:

1. One "Pay Grade" step per year.
2. Recommendations for step increases shall be made by department heads or the Chairman of Bureaus or Commissioners at the time of submission of annual budget estimates, and at no other time. Such recommendations shall be made on the basis of the quality of work and the seniority of individual employees.
3. The Director of Finance shall review such proposed step increases for availability of funds and conformity to the provisions of this Ordinance, and shall recommend approval or disapproval of the increase to the Mayor.
4. An employee entering the city service shall be eligible for a step increase on the first day of the succeeding January, April, July or October next following the completion of twelve months of service by said employee in accordance with the provisions of sub-sections 1, 2, 3, and 5 of this Section.
5. Any employee who is transferred from a position not carrying a minimum and maximum pay rate to one that carries a minimum and maximum pay rate shall receive either his present salary or the minimum salary of the new position, which ever is greater, but in no case shall the new salary exceed the maximum salary of his new position.
6. Increased compensation received by an individual as the result of promotion from a lower to a higher class shall not be deemed a step increase in the sense of the term as used in this section and in the event of promotion shall automatically receive the minimum salary for the class to which he has been promoted. If such minimum salary is the same or less than the salary he received prior to his promotion, he may receive a salary which shall be one full increment higher than his prior salary, but in no case to exceed the maximum.

SECTION 4. A given rate of pay as expressed in the compensation plan may be commuted to weekly, daily or hourly rate and established by a department head or Chairman of a Bureau or Commission with the approval of the Mayor and the Director of Finance, as the rate of pay for employees of a particular class: provided, however, that all employees of a given class in a given unit of a department shall be paid on the same basis, excepting part-time and temporary employees.

SECTION 5. No Officer or employee of the City shall receive a check for payment of, or pay any salary or compensation to any person holding a claim to hold a position in the classified service, unless the Personnel Director shall have first certified that the persons named on the payroll or account of such compensation have been appointed and are employed in accordance with this ordinance.

SECTION 6. Chapter 1974-54 of the Ordinance approved December 20, 1974 with all amendments thereto is hereby repealed.

SECTION 7. This Ordinance shall take effect upon its passage.

IN CITY COUNCIL

MAY 15 1975

FIRST READING

REFERRED TO COMMITTEE ON

FINANCE

Vincent Vespe
CLERK

Councilman Pearlman, Councilman Almagna,
Councilman Bradshaw, Councilman Cola,
Councilman Giodetky, Councilman Henries,
Councilman Marsalillo, Councilman Petrosinelli,
Councilman Salvatore, Councilman Tomasso
and Councilman Turchetta

THE COMMITTEE ON
FINANCE

Approves Passage of
The Within Ordinance, as Amended

Vincent Vespe
June 23, 1975
Chairman
Clerk

I hereby approve
and Veto the ordinance
June 30, 1975

IN CITY COUNCIL

JUN 24 1975

FIRST READING

READ AND PASSED, as Amended

Vincent Vespe
CLERK

IN CITY
COUNCIL

JUN 26 1975

FIRST READING

READ AND PASSED

Robert J. Vespe
PRESIDENT
Vincent Vespe
CLERK

DEPT. OF CITY CLERK
PROVIDENCE, R.I.

MAY 12 10 39 AM '75

FILED